

HELP FOR THE NEW LABOR COUNSELOR:

SUGGESTED RESOURCE MATERIALS

1. Government Employee Relations Report (GERR) - summarizes administrative and court cases and news items related to EEO, personnel (e.g. MSPB), and labor (e.g. arbitration and FLRA). Best available source for current developments in a short format, but slanted in favor of employees/unions. Published weekly for approx. \$600.00 per year; most Federal agencies get it somewhere (i.e. library, personnel office or legal office).

BNB (202) 452-4200
1231 25th Street, N.W.
Washington, D.C. 20037

2. Federal Equal Opportunity Reporter (FEOR) - reports EEO cases involving Federal employees: EEOC and court decisions, as well as occasional articles. The index is hard to get used to, but it's still the one of the easiest ways to find EEOC decisions (not available to us on LEXIS or WESTLAW). Updated monthly.

3. Federal Labor Relations Reporter (FLRR) - reports Federal labor cases: arbitration, Federal Labor Relations Authority (FLRA) decisions, and some court cases, as well as fairly good articles in a section called "Highlights." The FLRA also has its own reporter, and FLRA decisions are generally on LEXIS, but the FLRR has a particularly useful index if you need a place to start your research. Updated monthly.

4. Federal Merit Systems Reporter (FMSR) - reports Merit Systems Protection Board (MSPB) cases e.g. removals for poor performance or misconduct) and related court decisions (appeals from the MSPB are solely to the Federal Circuit Court), as well as useful articles in a section called "Perspectives." Most of this is also on LEXIS, and the MSPB has its own reporter as well, but the index is somewhat helpful. Updated weekly.

FEOR, FLRR and FMSR are all published by:

LRP Publications
1035 Camphill Road
Fort Washington, PA 19034-2801
(215) 628-3113

5. A Guide to Merit Systems Protection Board Law & Practice by Peter B. Broida is the undisputed best resource for "instant expertise" on every matter within the MSPB's jurisdiction (in spite of the frustrating lack of index). Costs approximately \$195.00 and worth buying at least once to get your research started (you can live without the most recent edition if you can use LEXIS to bring your research up to date). Available from Dewey Publications, and also on WESTLAW.

Dewey Publications, Inc.
P.O. Box 663
Arlington, VA 22216-0663
(703) 524-1355

6. A Guide to Federal Labor Relations Authority Law & Practice by Peter B. Broida provides a fairly good overview of labor relations issues under Title VII of the Civil Service Reform Act of 1978 and includes sections summarizing FLRA decisions pertaining to negotiability issues, ULP's, and arbitration. Costs approximately \$170.00 and handy to have around, but, due to the relative instability of FLRA case law, any reference that isn't absolutely current is risky to use as a final authority. Published by Dewey and updated annually. Also available on WESTLAW.

7. For basic theories of discrimination law, an overview of Title VII of the Civil Rights Act of 1964, and general information on EEO complaint processing (not specific to federal employment), see Schlei and Grossman's Employment Discrimination Law, published by BNA in cooperation with the American Bar Association. The second edition was copyrighted in 1983.

8. A guide to Federal Sector Equal Employment Law & Practice by Ernest C. Hadley is available in its eighth edition (1979-1995) from Dewey Publications. Updated annually; costs approximately \$160.00. This is not nearly as comprehensive or authoritative as the MSPB and FLRA "Guides," and is frustrating to use if you're among the majority of us who have limited access to the EEOC cases cited throughout. Nevertheless, if you don't subscribe to the FEOR or have access to PERSONNET, this is one of the few available sources of information on federal sector cases at the administrative level. Also available on WESTLAW.

9. The Office of Personnel Management (OPM) has some good courses and publications, some of which may be available for free if you can track them down. One of the most useful reports for labor counselors is a monthly publication from the Office of Employee & Labor Relations entitled "Significant Cases" - ask your personnel specialists to share their copy with you if they don't already do so.

10. Information Handling Services' "Personnelizer/Legalizer Service describes itself as "a comprehensive guide to federal personnel information. It includes a written subject index covering statutes, regulations (including CFR, FPM, CPLM & AR), and administrative decisions (FLRA, MSPB, FSIP, EEOC), all of which are on microfiche.

More recently, IHS has offered annual subscriptions to the PERSONNET Service, which provides FPM's and related agency regulations, as well as case decisions issued by FLRA, MSPB, EEOC and the Comptroller General, on CD-ROM (accessed on an IBM or IBM-compatible personal computer equipped with a CD-ROM drive). The CD-ROMs and search software are updated every 60 days. Prices vary depending on how many databases are ordered.

Information Handling Services
15 Inverness Way East
P.O. Box 1154
Englewood, Colorado 80150
(800) 241-7824

11. The EEOC's Office of Federal Operations (formerly the Office of Review and Appeals), publishes the OFO Digest of Equal Employment Opportunity Law. The Digest is a monthly compendium of important OFO and federal court decisions relating to federal EEO law, and includes analyses of emerging aspects of EEO law and related articles. This is mailed to all federal government agency EEO offices and is available on audiotape, or in braille, large print and on computer disk upon request. If your local EEO office is not receiving it, they can contact their HQ counterparts or you can submit a written request to the editor, Donald Names at EEOC, Office of Federal Operations, 1801 L Street, N.W., Washington, D.C. 20507.

12. As an Army attorney, you are eligible to use OTJAG's computer bulletin board (LAAWS), which offers electronic conferencing capability on either a general bulletin board or one of the specialized conferences. All you need is a computer with a modem. This system may be used to exchange messages, share correspondence, download reference materials such as the JAG School's deskbooks, or issue general cries for help to your colleagues throughout DA. The coordinator for the Labor Law conference is Diane Nugent, Labor & Employment Law Office, OTJAG, who can be reached at (703) 695-9481 or DSN 225-9481.

13. You are also eligible to use OPM's bulletin board, which includes information on RIF's, the latest developments under the National Performance Review, and other matters of particular interest to personnelists. To sign on and register as a user of "OPM Main Street," call 202-606-4800 via your modem, and follow the directions for registering.

Please Note: This is not intended as an advertisement for any of the publications or services listed above, and all of the suggestions and editorial comments represent the opinion of the compiler of this list. Some of you may already be enjoying the full benefits of the computer age with access to one of the new databases specializing in federal personnel law. If so, we'd be interested to know how you like it. If you know of other useful resources which are not mentioned above, please share the wealth and let us know!

Linda B. R. Mills
General Law Division
Office of the Command Counsel
HQ, U.S. Army Materiel Command